



Clark County Sheriff's Office

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Chuck E. Atkins, Sheriff

Internal Affairs Case: IQ18-008

Investigated by: Commander Michael McCabe (author of report)
Sergeant Michelle Addie

Date received: July 5, 2018

Date completed: August 10, 2018

Complainant: Chief Criminal Deputy John Chapman

Involved employee: Deputy Sheriff Erin Willey

Allegation: A violation of the Sheriff's Office General Orders *01.29.180 NON-DISCRIMINATION AND ANTI-HARASSMENT and/or 01.29.310 OFF-DUTY CONDUCT?*

Executive Summary

Erin Willey was an employee of the Clark County Sheriff's Office. Erin served as a Sheriff's Cadet from 2012 to 2014. Erin left the agency for approximately 3 years, until she was re-hired as a probationary Deputy Sheriff in June 2017. Erin was a probationary deputy from June 2017 until July 2018.

Erin's last work assignment was as a uniformed patrol deputy sheriff assigned to West Swings B-shift. Erin is no longer an employee; Erin was released from probationary status. The date of Willey's separation is listed as July 17, 2018.

Prior to Erin's release from probationary status, it was alleged that Erin had knowingly and willingly affiliated herself with a fraternal organization known as the Proud Boys. It was further alleged that Erin participated in the manufacturing and selling of Proud Boy Girls' apparel.

The FBI categorizes the Proud Boys as an extremist group with ties to white nationalism. The Proud Boy Girls are believed to be an affiliate group of women who openly support the ideology of the Proud Boys. The FBI Seattle office is unsure of how many female members are active in the Pacific Northwest.

The Columbian Newspaper learned of Erin's Proud Boys and Proud Boy Girls affiliation and contacted the Sheriff's Office. The Columbian submitted on July 2, 2018, a formal public disclosure request for Erin Willey's employment information and anything the Sheriff's Office had related to the Proud Boys. In the process of responding to the Columbian's public disclosure request, Undersheriff Mike Cooke learned that the newspaper staff



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had received from a source, a side by side photo of Erin wearing Proud Boy Girls' apparel and also a photo of her wearing a patrol uniform.

This investigation later determined that Erin's ex-boyfriend Graham Jorgensen was the likely source of the Columbian's photo and that he sent this photo as a form of retaliation, because Erin ended their relationship. Graham Jorgensen is a Proud Boys member.

Prior to this inquiry by the Columbian Newspaper, no one at the Sheriff's Office was reportedly aware of Erin's past or present involvement or affiliation with Proud Boys and Proud Boy Girls, or the depths at which Graham Jorgensen was now threatening her or the Sheriff's Office with that past affiliation.

The FBI has warned local law enforcement agencies that the Proud Boys are actively recruiting in the Pacific Northwest and that some Proud Boys members have contributed to the recent escalation of violence at political rallies held on college campuses, and in cities like Charlottesville, Virginia, Portland, Oregon and Seattle, Washington.

The Proud Boy's communicate their beliefs through YouTube videos, social media websites, closed online forums, personal blogs and at political type rallies. Proud Boy's members have been documented as having called for the ***closure of all prisons, the issuing of firearms to everyone, the legalization of all drugs, the deportation of all illegal immigrants and the shutdown of the government.***

Chief Criminal Deputy John Chapman placed Erin Willey on paid administrative leave July 5, 2018 and ordered an internal affairs investigation. Internal Affairs case IC#18-008 was opened and Erin was provided with a notification letter stating that she was now the subject of an internal investigation.

Erin met with investigators and provided a recorded interview related to the allegations. Present during her recorded interview were Commander McCabe, Sergeant Addie and Sergeant Latter. Sergeant Latter is the President of the Deputy Sheriff's Guild and served as Erin's labor representative.

Erin Willey was released from probation after a verbal report and before Internal Affairs had submitted their final written report. Because of that, this report will therefore serve as that final written report.

This report will close out the Internal Affairs case IC #18-008 and memorialize the information learned by investigators during the time in which the case was active.

The information provided by this analysis is not meant to outline every detail known about Erin Willey's private or professional life. This review will not explore Erin's political, personal beliefs.

Additionally, this review is not intended to be an in-depth look at the Proud Boys or Proud Boy Girls organizations. There is no active investigation by the Internal Affairs Unit on any other current or former member of the Proud Boys or Proud Boy Girls. Graham Jorgensen has not been interviewed by Internal Affairs.



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The analysis contained within this final report is intended to be narrow in scope and examine specific questions related solely to Erin Willey, which are as follows:

1. Is Willey pictured wearing a Proud Boy Girls' logo on a black hoody?
2. Did Willey knowingly associate herself with the Proud Boys and Proud Boy Girls?
3. Did Willey knowingly and willingly sell Proud Boy Girls' apparel on a national website?
4. When did Willey join Proud Boy Girls?
5. Was anyone at the Sheriff's Office aware of Willey's Proud Boys affiliation and Proud Boy Girls membership?
6. Would Willey's association with the Proud Boys and Proud Boy Girls be a violation of Sheriff's Office General Orders **01.29.180 NON-DISCRIMINATION AND ANTI-HARASSMENT** and/or **01.29.310 OFF- DUTY CONDUCT?**

This report will serve to answer those questions and also document what was discussed during an oral presentation provided to Chief Chapman, Undersheriff Cooke and HR Manager Bre Nelson on July 17, 2018.

What was discussed and what will be documented in greater detail in the investigation section of this report is the following:

1. Erin was active with Proud Boy Girls (PBG) from approximately November 2016-October 2017.
2. Her most active time with PBG was between November 2016 and May 2017.
3. Erin did willingly photograph herself wearing Proud Boy Girls gear.
4. Erin did knowingly and willingly sell Proud Boy Girls' apparel.
5. Erin received significant training related to the expectations of the Sheriff's Office and the prohibition of all forms of discrimination both as a sheriff's cadet and later as a probationary deputy sheriff.
6. Erin failed to disclose in detail her involvement with Proud Boy Girls during her background, during her time at the academy and during her time in training as a new deputy, despite having numerous opportunities to do so.



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7. This affiliation and participation, if known at the time of hiring, would have violated General Orders 01.29.180 NON-DISCRIMINATION AND ANTI-HARASSMENT and/or 01.29.310 OFF-DUTY CONDUCT, and may have prevented Erin from passing a comprehensive background investigation for any law enforcement position.

Erin's participation with Proud Boys and Proud Boys Girls is a violation of at least two (2) policies and her oath of office. The violations were: 01.29.180 NON-DISCRIMINATION AND ANTI-HARASSMENT and 01.29.310 OFF-DUTY CONDUCT.

On July 17, 2018, Erin Willey was released from her probation status by the Sheriff's Office. As a result of her release from probation this Internal Affairs case has been closed.

End of Executive Summary

A handwritten signature in black ink, appearing to read "Michael S. McCabe", is written over a horizontal line.

Commander Michael S. McCabe #3575



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Investigation

Supporting material includes:

Photographs
Taped interview
Transcript of taped interview
VPD police report
DV Order of Protection
Articles and publications on the Proud Boys
Willey's applicable training history from 2012-2018

Involved/mentioned/referenced:

The Columbian Newspaper
The Federal Bureau of Investigation
The Proud Boys, founder Gavin McInnes
The Southern Poverty Law Center
Graham Jorgensen, ex-boyfriend, Proud Boy member, Respondent #18H000148
Enforcement Training Sgt. Linda Hayes
The Vancouver Police Department
Willey Six-part complaint 7-5-18



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Administrative leave letter
 Interview notice to subject letter
 Employee rights letter
 Draft interview questions
 Wav file, IC18-008 taped interview
 Transcript of taped interview
 VPD PDR request
 VPD Police report 2318-2105
 Order of protection 18H000148
 Photos of Willey in Proud Boy Girl apparel
 Reference material on Proud Boys
 Timeline comparison of evolution of Proud Boys vs Willey participation
 Screenshots of text messages sent to Willey by Jorgensen
 Written directive – Willey separation from employment letters
 Additional and miscellaneous letters and reference material

Narrative:

The Columbian Newspaper submitted a public disclosure request on July 2, 2018 related to Erin Willey's employment and all documents related to the Proud Boys. As part of their public disclosure request a reporter from the Columbian provided the undersheriff with a photograph that he claimed to have received from a source.

The photograph appears to show Erin Willey posing for a selfie style picture wearing a black hoody style sweatshirt with a Proud Boy Girls logo. The Proud Boy Girls logo is a lipstick and a switch blade knife crossing each other to form an X. There is blood dripping off of the knife. The X symbol has been interpreted by activists on both sides as a way for an individual or group to communicate their solidarity with the League of the South (LOS), a far right southern nationalist group.

At this time we do not know if the Proud Boy Girls intended their logo to form an X as a means of showing that solidarity with the LOS, or if it was just a coincidence. There are also the letters PBG representing Proud Boy Girls. And finally the logo contains a picture of what is generally viewed as a cartoon style heart.

Within this photo that the Columbian received is a second photo that looks to have been added after the fact. The second photo is located in the upper left hand corner and that photo appears to have been digitally added. That photo appears to be Erin Willey wearing what appears to be a sheriff's uniform.



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Erin's connection with Proud Boys and Proud Boys Girls would later be determined by internal affairs investigators as having occurred between November 2016 and October 2017. Erin worked as a Cadet from 2012 to 2014 and then left the agency and did not return as an employee until June 2017.

In June 2017, Erin Willey was hired as a probationary deputy sheriff. Erin attended and graduated from the Washington State Basic Law Enforcement Academy in December 2017. Erin completed her FTO training and had most recently been assigned to the patrol division working a uniformed patrol position for Sgt. Schanaker on West Swings B shift.

At the time of this investigation, Erin was a probationary deputy who had been working on her own for approximately 3 months. Erin was reported to be performing satisfactorily and was considered to be in good standing as a probationary employee. Erin was scheduled to complete her probationary period as a deputy sheriff sometime in December of 2018.

Probationary deputy sheriffs are not considered civil service protected employees until they have satisfactorily completed the entirety of their probation and not until the Sheriff has approved their completion of probation.

The Proud Boy Girls are an affiliate group of the Proud Boys. Proud Boys founder Gavin McInnes defines the Proud Boys as a group that in part is a "*pro-Western fraternal organization for men who refuse to apologize for creating the modern world.*" The Proud Boy's communicate their beliefs through YouTube videos, social media websites, blogs and at political type rallies. Proud Boys members have been documented as having called for the *closure of all prisons, the issuing of firearms to everyone, the legalization of all drugs, the deportation of all illegal immigrants and the shutdown of the government.*

The FBI categorizes the Proud Boys as an extremist group with ties to White Nationalism. The FBI has warned local law enforcement that the Proud Boys are actively recruiting in the Pacific Northwest and that some in the group have contributed to the escalation of violence at political rallies held on college campuses, and in cities like Portland, Oregon and Seattle, Washington.

Proud Boy Girls are an affiliate group of women who openly support the ideology of the Proud Boys. The FBI is unsure of how many female members are active in the Pacific Northwest.

The Southern Poverty Law Center describes the Proud Boys as a far-right hate group that has ties to white nationalist hate speech and a group that openly discriminates against women, Muslims, Jews and all people that are of a national origin or an ethnicity that is not traditionally thought of as a western country. In February 2018 the Southern Poverty Law Center elevated the Proud Boys to an official Hate Group, as defined by the SPLC.

Applicable Policies

The Clark County Sheriff's Office harassment policy is communicated to every employee hired during the new employee orientation. Additional training on cultural diversity, biased based policing and general rules of



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conduct are also taught during pre-academy classes, in-service training and during intermittent annual policy reviews and updates. Each employee must acknowledge reviewing these policies by either signing a student roster of attendance or by an electronic signature. The section on non-discrimination and anti-harassment is applicable to this case and states the following:

01.29.180 NON-DISCRIMINATION AND ANTI-HARASSMENT. It is the policy of the Clark County Sheriff's Office that employees may not discriminate against civilians or employees on the basis of an individual's race, color, religion, national origin, age, gender, sexual orientation, marital status, disability, military/veteran status, or any other status protected under applicable federal or state law. It is also the policy of the Clark County Sheriff's Office to provide all employees with a work environment free from harassment.

The Clark County Sheriff's Office Rules of Conduct policy is communicated to every employee during the new employee orientation. Rules of conduct are also discussed during pre-academy classes, in-service training and during intermittent annual policy reviews and updates. Each employee must acknowledge reviewing this policy by either signing a class roster or by providing an electronic signature. The section on off duty conduct is applicable to this case and states the following:

01.29.310 OFF-DUTY CONDUCT. All employees shall maintain the highest standards of conduct and will avoid any conduct which would discredit the employee or the Sheriff's Office. Off-duty deputies should perform necessary police service in Clark County whenever public safety is urgently required. While off duty and within the jurisdiction of Clark County, deputies should carry official identification when in public.

Investigation continued

Chief Criminal Deputy John Chapman was aware of both policies and after reviewing the photograph provided to the Sheriff's Office by the Columbian Newspaper, the Chief placed Erin Willey on paid administrative leave on July 5, 2018 and ordered a review of this complaint by the Internal Affairs Unit.

Commander McCabe and Sergeant Addie, both investigators within the Internal Affairs Unit, were asked to look into whether Erin Willey knowingly affiliated herself with and/or promoted or participated with the Proud Boys and/or the affiliate group Proud Boy Girls. The investigators were asked to identify timelines of involvement, determine level of involvement and determine if there was active involvement that constituted a violation of the Sheriff's Office off-duty conduct policy, as outlined above.

Internal Affairs reviewed numerous documents, videos and open source publications related to the evolution of the Proud Boys from "men's social club" to "alt-right fight club" to a designated "extremist group," as defined by the FBI. Internal Affairs then looked to overlay the Proud Boys evolution with Willey's own timeline, which she provided during her interview with investigators.

The timeline showed that the Proud Boys were not an official hate group initially. At formation the Proud Boys were not large enough to gain the attention of the FBI or the SPLC. It wasn't until they started growing in



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numbers that they gained national attention. The Proud Boys were publically categorized as an extremist group by the FBI in 2018 and Hate Group by the Southern Poverty Law Center in 2018.

However, upon closer examination of publically available open source materials and publications, the Proud Boys at its foundation were transparent about what they believed in and what they promoted. Much of their public rhetoric would be viewed as discriminatory and offensive, as is defined by the Sheriff's Office within 01.29.180 NON-DISCRIMINATION AND ANTI-HARASSMENT.

If these pictures were accurate, having pictures of a Deputy Sheriff wearing and selling Proud Boy Girls' apparel could be viewed by members of the Sheriff's Office and the community as inappropriate and potentially damaging to both Willey's professional image and the entire Sheriff's Office organization.

Additionally, an affiliation with any group viewed by the FBI as "extremist," could be viewed as a Brady violation and result in placement on the Brady list by the PA's Office.

- *The Clark County Prosecutor's Office is required to provide full disclosure of all potentially exculpatory information to an accused person under the Brady v. Maryland case. The Prosecutor's Office has a protocol for compliance and has shared that protocol with the Clark County Sheriff's Office. The protocol, which is very detailed, provides the process of how recurring government witnesses are listed on a disclosure watch list. It is imperative to the judicial process that the Sheriff's Office works closely and cooperatively with the Prosecutor's Office to carry out their important obligation.*
- *Sub-section 4. Evidence tending to show a deputy is **biased** or has some motive to lie.*

Interview Conducted/Updating Executives

On July 12, 2018, Investigators McCabe and Addie interviewed Erin Willey. Erin was provided with a copy of her employee rights, to include the issuance of Garrity warnings. Erin was accompanied by the Deputy Sheriff's Guild President Robert Latter.

Information learned during that recorded interview would later be requested in the form of an oral presentation.

On July 17, 2018 Chief Chapman, Undersheriff Cooke and HR Manager Nelson requested McCabe list out IA's concerns related to this case and be prepared to present them verbally in the form of an oral presentation.

Topics covered during that oral presentation to Chapman, Cooke and Nelson included the following:

1. Erin Willey's Sheriff's Office employment history
2. Training provided to Erin by the Sheriff's Office
3. Erin's current job status



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4. Erin's involvement with Proud Boys and Proud Boy Girls in terms of a timeline
5. Who from the Sheriff's Office knew about it, if anyone?

The oral presentation listed out the following concerns, which were/are:

1. Erin Willey was a former Sheriff's Office employee, working as a Cadet from approximately 2012-2014. There was approximately a 3 year gap between her employment as a Cadet and her current employment as a probationary Deputy Sheriff.
2. Erin attended new hire orientation as a Cadet in October 2012 and specifically received training on harassment type behaviors that are prohibited on October 9, 2012. New hire orientation training includes an overview of 01.29.180 Non Discrimination and 01.29.310 Off-duty conduct.
3. Erin Willey either knew or should have known based on her prior employment as a Cadet that any affiliation with a group that openly promotes discrimination of another group, based on race, color, religion, ethnicity or sexual orientation would be strictly prohibited under 01.29.180 Non Discrimination and 01.29.310 Off-duty conduct.
 - a. In February 2017, Erin Willey actively participated in the manufacturing, advertising and selling of Proud Boy Girls' merchandise on a website @ PB Entrepreneurs, which shows a level of involvement beyond casual and/or infrequent.
4. Erin Willey failed to disclose her participation or affiliation with the Proud Boys and Proud Boy Girls during her background interview.
5. As a probationary deputy sheriff, Erin attended a new hire orientation in June 2017 and specifically received training on harassment type behaviors which are prohibited. New hire orientation training includes an overview of 01.29.180 Non Discrimination and 01.29.310 Off-duty conduct.
6. Erin Willey received 720 hours of training while attending the Washington State Basic Law Enforcement Academy. The academy provides their students with foundational information about hate groups, gangs and criminal behaviors, protected civil rights of others and the importance of their new role as a commissioned public servant.
7. Erin Willey was sworn into office by Sheriff Chuck Atkins and took an oath of office in December 2017, which in part affirms that the employee will support and protect the laws of the State of Washington and the laws of the United States. Proud Boys openly call for among other things, **the closure of all prisons, the legalization of all drugs, the distribution of a firearm to everyone, the deportation of all illegal immigrants and the shutting down of government.** Erin Willey failed to disclose her past participation, affiliation and/or involvement with the Proud Boys and Proud Boy Girls.



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8. Erin Willey ended a cohabitation and relationship with a boyfriend who was an active Proud Boys member. Erin described in her interview several crimes committed by ex-boyfriend Graham Jorgensen, to include malicious mischief DV, harassment DV and stalking DV. Erin was the victim of the crimes that she described to IA. These crimes are believed to have occurred in October 2017. When asked if she reported these crimes to the Vancouver Police Department, Erin replied that she was *"not trying to get him into trouble."*
9. Graham Jorgensen's harassment of Erin reportedly continued. Erin told IA that she has since reported several new crimes related to the ending of their relationship to both the CCSO Training Sgt. Linda Hayes and also the Vancouver Police Department. VPD Records has provided copies of police reports to IA. Erin requested and was granted a DV order of protection from the courts. The DV Order of Protection lists Erin as the protected person and Graham Jorgensen as the respondent. During her reporting of these incidents to her supervisor, VPD and the courts, IA could find no record of Erin disclosing her past participation, affiliation and involvement with the Proud Boys and Proud Boy Girls, despite her knowledge that Graham Jorgensen was known to her as a Proud Boy and was now making threats that included her employer, the Clark County Sheriff's Office.
10. Although the Columbian did not share their source with IA, related to the photograph of Erin Willey, Erin herself believes that the photo was sent to them by Graham Jorgensen. Erin told investigators that Jorgensen threatened to send several photos, telling Erin that he was going to get her fired for being a *"member of a gang."* According to Erin, Jorgensen began these threats while she was still in the academy.
11. Jorgensen was identified by Erin as a Proud Boys member. Jorgensen reportedly recognized that a sheriff's deputy who is also an affiliate member of Proud Boys would be viewed as a conflict of interest and that Erin's past association with the group Proud Boys Girls would be detrimental to Erin's career. According to Erin, Jorgensen made this disclosure to her and later to the Columbian as a means of retaliation directed towards Erin for ending their relationship.
12. Erin Willey stated in her IA interview that she had no knowledge of the Proud Boys being considered a gang and yet admits to distancing herself after Proud Boys were seen fighting in Seattle and Portland on May 1, 2017. Erin did not disclose to anyone in the Sheriff's Office her concern about the behavior of the group, the behavior of Graham Jorgensen or her attempts to distance herself from both.
13. As a deputy sheriff, Erin was obligated to disclose information known that could diminish the Sheriff's Office public image and/or erode trust with the citizenry.
14. Erin Willey admitted during her IA interview that she actively participated by videotaping Graham Jorgensen's beating ritual. The Proud Boys require a physical assault as a means of gaining membership within the Proud Boys. Law Enforcement Academies teach new deputies and officers about the signs of



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gang behavior which often do include rituals, symbolism, clothing, oaths and physical beatings as required for membership.

15. Erin Willey told investigators that she never wore the Proud Boy Girls' apparel in public even after being shown a photo of her wearing a PBG shirt while in her car, in public.
16. Erin could not reassure the investigators that there were not still additional photos coming that if released might further diminish the Sheriff's Office public image and/or erode trust with the citizenry.
17. Erin Willey told investigators about the 3 levels of becoming a Proud Boy but stated no knowledge about the 4th level of membership. The 4th level calls for a Proud Boy to either fight with Antifa (Anti-fascist) or get beat up by Antifa or get arrested.
18. Erin Willey told investigators that the Proud Boy Girls exchanged recipes and work out tips, which is not what this investigation has shown. According to the Proud Boy Girls website, PBG's exist to support their Proud Boys, and are often seen posting approval and supportive comments on social media sites after Proud Boy clashes with Antifa (Anti-fascist) are shared within their closed Facebook accounts. Proud Boy Girls often use the tag line, "*proud of you boy*," which could be viewed as an approval for their beliefs and behavior.
19. Graham Jorgensen had an alias Facebook account from which he would promote Proud Boy ideology and Erin Willey was listed as a friend. Erin appears to have "liked," (Facebook terminology) some of Jorgensen's postings.
20. A check of Erin's work email, MDC messages and work issued cell phone produced no examples of recent Proud Boy or Proud Boy Girls activities while on duty.

The chief, undersheriff and HR Manager were informed that Internal Affairs has not yet completed the entirety of the investigation and that there are other potential witnesses to include Graham Jorgensen, that can be contacted.

Based on the above listed concerns, when applied to existing Sheriff's Office policy, procedures and training, IA was prepared to render a SUSTAINED FINDING; Erin violated two (2) separate Sheriff's Office General Orders. The violations were: 01.29.180 NON-DISCRIMINATION AND ANTI-HARASSMENT and 01.29.310 OFF-DUTY CONDUCT.

At the conclusion of the oral presentation, the undersheriff directed Chief Chapman and HR Manager Bre Nelsen to release Erin Willey from her probationary status.



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Closing out the investigation/ Written findings:

The following week, Risk Manager Jim Hansen asked McCabe and Addie to finish the investigation and write a conclusion to close out the file. The continuing information has been written to close out this investigation and document other information learned while the case was active.

Internal Affairs concluded that Erin Willey demonstrated when interviewed great remorse for her past affiliation with the Proud Boys and Proud Boy Girls. Erin Willey expressed in her interview what IA believes is her legitimate concerns about the continued harassment that she is receiving from Graham Jorgensen. Jorgensen is likely the source of the photo of Erin wearing Proud Boy Girls' apparel. Erin is the protected person in a DV Order of Protection, Graham Jorgensen is the respondent.

Jorgensen wrote several threatening text messages which IA was able to read. In those messages Jorgensen makes it very clear that he wishes Erin great harm and that he intends to see her fired. There is evidence to support Erin's claim that Jorgensen exposed the photos to alert the Sheriff's Office anonymously that Erin was a member of Proud Boy Girls and therefore place her career in jeopardy, which he did. Her abuse by Jorgensen is well documented in several police reports and within an Order of Protection, issued by the courts.

While there is evidence to support Jorgensen's motives and show clearly that Erin is a victim of domestic violence, that information is not relevant to the questions Internal Affairs was asked to answer.

What is relevant is that Erin was aware of Jorgensen's Proud Boy membership and that Erin did knowingly and willingly join the Proud Boy Girls, despite having significant training in both discrimination and rules of conduct by the Sheriff's Office.

It is also true that once the threats from Jorgensen began to include mention of the Sheriff's Office, Erin had a duty to disclose in detail the nature of the threats and she did not do so. Erin failed to disclose in detail the potential conflict between her past affiliation with Proud Boys and Proud Boy Girls and her current role as a deputy sheriff, specifically related to how her past association might affect the Sheriff's Office public image and erode public trust.

When interviewed by Internal Affairs, Erin Willey comes across as a tolerant person and someone who would not promote hate speech. Erin presented herself as a friendly, kind and likeable person deserving of ones empathy. IA found no direct link to Erin actively participating in any overt forms of hate speech or discrimination, beyond wearing and selling their merchandise. Additionally, IA did not find any Proud Boys or Proud Boy Girls' related activities that were conducted by Erin while on duty.

However, what is evident to investigators is that the Proud Boys do not hide what they are promoting and/or their belief systems. This transparency by the group as to their own beliefs demonstrates that Erin either knew



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or should have known that any affiliation with and promotion of the group Proud Boys and Proud Boy Girls would be prohibited by the Sheriff's Office.

Had Erin not been released from probationary status, a question that would have needed to be answered by the agency is whether a former employee is held responsible for the policies, procedures and training that they have received in the past, if they chose to re-join the agency.

If yes, then this next section is of concern.

Erin has received the following classes related to harassment, discrimination and rules of conduct during her time as both a Cadet and as a new Deputy Sheriff; they are:

- 130-05100001 Sexual Harassment 2012
- 172-494-0338 Sexual Misconduct Awareness 2012
- 101-075-0001 Cultural Diversity 2012
- 172-734-0322 Biased Based Policing 2012
- New 131 Ethics Orientation Training 2017
- LECM 113 Interpersonal Communications/De-escalation 2017
- CRMH100 Mental Health 101 2017
- NEW 116 PIO and Social Media 2017
- LECD105 Cultural Diversity Orientation 2017
- LECF130 Constitutional Foundations of American Policing 2017
- LEET104 Ethics Mandatory Training #PDMS 17-12T 2017
- LURV101 Bias Policing 2018

The expectations of the Sheriff's Office are clearly documented and written to strictly prohibit any form of discrimination based on one's race, color, religion, ethnicity and sexual orientation.

Given the depth of these policies and training that Erin received one may conclude that she knew or should have known that any affiliation with a group that openly discriminates against others could potentially undermine or erode the public's confidence and trust in the Sheriff's Office.

Erin had numerous opportunities to inform the Sheriff's Office of her affiliation with the Proud Boys and her participation with Proud Boy Girls. Erin's failure to disclose her participation with Proud Boys and Proud Boy Girls to the Sheriff's Office potentially placed an entire agency at risk of being unfairly labeled as biased or prejudiced towards several persons and groups based solely on race, color, religion, ethnicity or sexual orientation.

Did Erin Willey affiliate herself with the groups Proud Boys and Proud Boy Girls?

Yes –



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- A. Erin admitted in her interview that she did knowingly and willingly photograph herself wearing Proud Boy Girls' apparel and then text those photos to her then boyfriend Graham Jorgensen. Erin further acknowledged that she was a member of Proud Boy Girls at the time of her application for employment as a deputy sheriff.
- B. Erin estimates that she was active for about 5 months which was during the hiring process. Erin claims to begin to distance herself from the group in May 2017, but also acknowledges to IA that several social media sites listed her as an active member of PBG long after she was hired. Erin also acknowledges that she remained living with a Proud Boy member until the ending of their relationship in October 2017.
- C. Erin admitted that her past participation included facilitating the manufacturing and distribution of Proud Boy Girls' apparel on a national website. Erin further told investigators that it was her who made up the advertisement collage of women posing in their Proud Boy Girls' apparel and that the purpose of the advertisement was to promote and sell the apparel to other Proud Boy Girl members.
- D. Erin admitted that she helped video tape the Proud Boys initiation of Graham Jorgensen into the Proud Boys. The initiation also known as vetting was a "physical assault by other Proud Boy members of Jorgensen until he named 5 breakfast cereals."

Would such an affiliation with and/or participation with the Proud Boys and the Proud Boy Girls be a violation of *01.29.180 NON-DISCRIMINATION AND ANTI-HARASSMENT* and/or *01.29.310 OFF-DUTY CONDUCT*?

Yes –

- A. Erin affiliated herself with a group(s) that openly discriminates against people of Muslim faith and Jewish faith. An affiliation like this would discredit the Sheriff's Office and erode public trust. *01.29.180 NON-DISCRIMINATION AND ANTI-HARASSMENT*
- B. Erin affiliated herself with a group(s) that openly discriminates against people of different national origins and ethnicity, and those not considered by the group(s) to be from a traditional Western country. An affiliation like this would discredit the Sheriff's Office and erode public trust. *01.29.180 NON-DISCRIMINATION AND ANTI-HARASSMENT*
- C. Erin affiliated herself with a group(s) that openly advocates the overthrow of the federal government, which is a violation of her oath of office. *01.29.310 OFF-DUTY CONDUCT*
- D. Erin affiliated herself with a group(s) that promotes misogynistic rhetoric and beliefs that many women find offensive. An affiliation like this would discredit the Sheriff's Office and erode public trust. *01.29.180 NON-DISCRIMINATION AND ANTI-HARASSMENT*



Clark County Sheriff's Office

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Chuck E. Atkins, Sheriff

- E. Erin knowingly and willingly promoted these groups in the past or present through the sale of their merchandise. An affiliation like this would discredit the Sheriff's Office and erode public trust. *01.29.180 NON-DISCRIMINATION AND ANTI-HARASSMENT and/or 01.29.310 OFF-DUTY CONDUCT?*
- F. Erin did not disclose her past or present involvement with these groups to her background investigator. *01.29.180 NON-DISCRIMINATION AND ANTI-HARASSMENT and/or 01.29.310 OFF-DUTY CONDUCT?*
- G. Erin did not disclose her past or present involvement with these groups to her Training Sgt. *01.29.180 NON-DISCRIMINATION AND ANTI-HARASSMENT and/or 01.29.310 OFF-DUTY CONDUCT?*
- H. Erin did not disclose her past or present involvement with these groups to the Vancouver Police Department, even after it became clear to her that an active Proud Boys member, her ex-boyfriend Graham Jorgensen was now making threats towards her, which included threats towards her role within the Sheriff's Office. *01.29.180 NON-DISCRIMINATION AND ANTI-HARASSMENT and/or 01.29.310 OFF-DUTY CONDUCT?*

Conclusion

Erin's participation with Proud Boys and Proud Boys Girls is a violation of at least two (2) policies and her oath of office. The violations were: 01.29.180 NON-DISCRIMINATION AND ANTI-HARASSMENT and 01.29.310 OFF-DUTY CONDUCT.

The Sheriff's Office concluded that Erin Willey either knew or should have known that any affiliation with or promotion of a group which openly discriminates and is openly anti-government, may undermine or erode the public's confidence and trust in the Sheriff's Office.

On July 17, 2018, Erin Willey was released from her probation status by the Sheriff's Office. As a result of her release from probation this Internal Affairs case has been closed.

There have been no additional witnesses contacted and no further interviews have been scheduled.

Commander Michael S. McCabe #3575